

**CIA CAREER SERVICE BOARD**

**Working Group on HAZARDOUS DUTY PAY PROGRAM**

**Minutes of 1st Meeting, 11:00 A.M., 17 November 1952**

**Present:**

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1. The Executive Secretary, CIA Career Service Board, called the meeting to order at 11:05 A.M. and reviewed the problem being placed before the Working Group as stated in the memoranda of 14 November 1952 from him to the members of the Working Group.

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2. Mr. [REDACTED] Personnel Office, was selected as Chairman of the Working Group.

3. The group discussed means of defining hostile areas and categories of duties which can be considered to be extra hazardous. It was agreed that for the next meeting each member would present a definitive statement of hostile areas for the consideration of the group.

4. The Working Group established 10:30 A.M. each Monday as the regular meeting time and Room 2035, "I" Building as the regular meeting place.

5. The meeting was adjourned at 12:45 P.M.

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**Attachment: CIA Regulation No [REDACTED]**

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CENTRAL INTELLIGENCE AGENCY REGULATION

29 October 1952

21. EQUIVALENT MILITARY CREDIT PROGRAM

A. Purpose

This Regulation establishes the policy governing the operation of the Equivalent Military Credit Program whereby certain draft-eligible CIA personnel may receive military credit for the purpose of discharging their military service obligation under the Selective Service Act of 1948, as amended.

B. Plan

Persons accepted under this program will enlist in the Army and will be sent to basic training. Upon successful completion of basic training, the trainees will be released from the service under the provisions of Army Regulations 615-365, National Health and Interest, and transferred to the Enlisted Reserve Corps in accordance with Section 4, Selective Service Act of 1948, as amended, and placed on inactive duty. Providing an individual fulfills his obligation in a satisfactory manner, he will not be recalled to active duty unless a national emergency so dictates.

- (1) Individuals who participate in the program will be required to continue therein for a period of time sufficient to serve a two-year overseas tour in a civilian status for CIA, in addition to Army and Agency training time. This tour may occur either before or after active military service. Duration of enrollment in the Enlisted Reserve Corps will be in accordance with Department of the Army Regulations.
- (2) Personnel enrolled in the program, who are not required to serve overseas, as provided in Section D. (2) below, will serve a minimum of two years in a civilian status for CIA, exclusive of Army and Agency training time.
- (3) Separation, prior to satisfactory completion of the required Agency tour, except for reasons of physical disability, will make the individual liable for recall to active duty from the inactive reserve upon release from CIA, at the discretion of the Department of the Army.

C. Eligibility of Individuals to Participate in the Program.

Two general categories of individuals will be affected by this program:

- (1) Draft-eligible individuals assigned to or have performed either field or critical scientific and technical support duties which are comparable to military service or critical support duties.
- (2) Personnel to be recruited by CIA who are draft-eligible and who will be assigned to field operational duties of a military character or to critical scientific and technical operational support duties.

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D. Categories of Assignments Coming Within Scope of Program.

- (1) Eligible personnel must be assigned to field operational duties of the following types beyond the continental limits and territories of the United States:
  - (a) Military-type duties involving unusual hazard.
  - (b) All types of operational duties in overseas hazardous areas.
- (2) Duties of a scientific or technical nature involving critical skills and knowledge as applied to equipment, devices, and services peculiar to intelligence operations.
- (3) Instructor duty in paramilitary operations in the United States and scientific-technical duty in departmental assignments in the United States may be credited when such duty is adjudged to be comparable in hazard or degree of criticalness to field operational duty.

E. Administration

- (1) Appointment actions under this agreement will be in accordance with CIA Regulation [REDACTED]. Individuals so appointed will be enrolled in the program by signing a memorandum of understanding incorporating the requirements herein stated prior to enlistment in the Army.
- (2) In the case of individuals already on duty, who are eligible for the program, nominations shall be made to the Personnel Director upon completion of the required tour of duty in CIA. After such nominations have been certified and approved as to CIA duty, the Personnel Director shall be responsible for making the necessary arrangements with the Department of the Army for the period of active military training duty and for separating the individual for military service. Upon the completion of active military duty and return from military service, final approval, indicating satisfactory completion of obligation for Federal military service, shall be endorsed on the personnel action by the Personnel Director.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

[REDACTED]

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Deputy Director  
(Administration)

Effective: 29 October 1952

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